

■ **FIELD TRAINING PROGRAM**

Field Training Program Critique

TRAINEE'S FIELD TRAINING PROGRAM CRITIQUE

The Field Training Program personnel are determined to provide new employees with an effective training experience. Below is a list of questions pertaining to the training you received while involved in the Field Training Program. The purpose of the form is to present objective feedback to program personnel to be used to improve and enhance the program's effectiveness. Please read each question carefully and respond honestly and directly. Your candidness and comments will be appreciated. Once completed, please return the form to the FTP Coordinator.

YES NO 1. Did the orientation process help you prepare for the Field Training Program and did you understand the program's expectations of you?

Please comment: _____

YES NO 2. Was the length of the program adequate?

Please comment: _____

YES NO 3. Do you feel that the training you received in the program was meaningful in relation to the job you are now doing?

Please comment: _____

YES NO 4. Were there any areas of training you felt were ignored which should have been included or extended?

If so, which areas? _____

YES NO 5. Was the instruction and training provided by the FTOs generally consistent with one another?

Please comment: _____

YES NO 6. Do you feel the evaluations in the Field Training Program (DORs, Supervisor Weekly Reports, etc.) were necessary for your development as a police officer?

Please comment: _____

YES NO 7. Do you feel program personnel were objective in making evaluations, judgments, and decisions about you?

Please comment: _____

YES NO

8. Do you feel there was sufficient time available for special activities such as COPS projects or other beat activities?

Please comment: _____

9. Upon completion of the Field Training Program, do you feel you were proficient in each of the following areas?

A.	Department Policies and Procedures	YES	NO
B.	Patrol Vehicle Operations	YES	NO
C.	Officer Safety	YES	NO
D.	Report Writing	YES	NO
E.	Codes and Law	YES	NO
F.	Patrol Procedures	YES	NO
G.	Handcuffing & Searching Techniques	YES	NO
H.	Use of Force	YES	NO
I.	Traffic (including DUI & Accident Inv.)	YES	NO
J.	Search and Seizure	YES	NO
K.	Radio Procedures	YES	NO
L.	Investigations and Evidence	YES	NO
M.	Conflict Resolution	YES	NO
N.	COPPS/POP	YES	NO
O.	Courtroom Procedures	YES	NO

10. Are there any changes that need to be made to improve the program?

11. Use the space below to add anything that may not have been covered above. Continue on the reverse or attach additional sheets as necessary.

Trainee Signature

Date

TRAINEE'S FIELD TRAINING OFFICER CRITIQUE

In an effort to ensure that each Field Training Officer (FTO) maintains a high level of skill, performance, and interest, this critique form is to be completed by the trainee. The purpose of the form is to provide objective feedback to the FTOs so they can use the information to enhance their teaching/training skills. It is imperative these questions be answered honestly and directly. Field training officers will benefit by knowing the impression they have made on you, their trainee.

Your comment in each category is important. Please take time to provide details about why you rated the FTO as you did. The information that you provide allows the program administrator to assess the FTO's performance and give him/her meaningful feedback.

This critique form is confidential and will only be reviewed by field training program administrative personnel. The general content (not your identity) of the feedback will be relayed to the FTOs to assist with improving training methods.

This critique is for FTO: _____ Phase: _____

1. The Field Training Program's emphasis is on both training **and** evaluation. Assign percentages (to total 100%) to the amount of effort your FTO exerted in each area. (Example: Training 50% - Evaluation 50%; Training 70% - Evaluation 30%; etc.)

Training _____% Evaluation _____%

2. Using percentages, indicate how you perceived your FTO related to you.

I am one of a number of recruits _____% I am an individual _____%

Circle the response below that best answers the question or comment.

3. What type of role model was the FTO for you?

POOR FAIR AVERAGE GOOD EXCELLENT

4. Was the FTO attentive to your needs, problems, or concerns?

NEVER SELDOM OCCASIONALLY USUALLY ALWAYS

5. Rate the FTO's knowledge of the training material covered.

POOR FAIR AVERAGE GOOD EXCELLENT

6. How would you describe the FTO's skill as a trainer and his/her training methods such as handouts, visual aids, scenarios, role-plays, etc?

POOR FAIR AVERAGE GOOD EXCELLENT

7. Rate the FTO's ability to communicate with you.

POOR FAIR AVERAGE GOOD EXCELLENT

8. Rate the FTO's honesty, fairness, and objectivity in rating you.

POOR FAIR AVERAGE GOOD EXCELLENT

9. Describe the FTO's method of critiquing your performance, whether verbally or in writing.

TOO NEGATIVE TOO CRITICAL UNFAIR GOOD VERY POSITIVE

10. Did the FTO work with you on areas he/she identified as deficient or where improvement was needed?

NEVER SELDOM OCCASIONALLY USUALLY ALWAYS

11. List the area(s) you consider to be the FTO's greatest strengths (i.e. training skills, officer safety tactics, codes and law knowledge, report writing, etc.).

12. List the area(s) in which you feel the FTO needs improvement.

13. Were there any conflicts with the FTO's training and your academy training? YES ____ NO ____
If there were conflicts/discrepancies, please explain.

14. Did you experience any discrepancies between FTOs? YES ____ NO ____
If yes, in what context did they occur?

15. Please list any additional comments or suggestions here. Continue on the reverse or attach additional sheets as necessary.

Trainee Signature

Date